

## **ERTSC Seminar**

Employment Round Table of Southern California  
In Collaboration with the California Department of Fair Employment & Housing

# **Leave as a Reasonable Accommodation**

September 8, 2011

7:30 a.m. to 11:30 a.m.

Loyola Law School, 919 Albany Street, Los Angeles  
Fritz B. Burns Academic Center, Student Lounge

Speaker: **Pamela L. Hemminger, Esq.** a nationally known expert on California and federal leave laws and disability accommodation.

Ms. Hemminger will discuss how to address issues that arise when employers consider leaves of absence as a reasonable accommodation for employees with disabilities:

- When an employee is entitled to leave as a reasonable accommodation
- What types of medical certification/information may be required
- How to conduct the interactive process in this situation
- How long such leaves can be
- Replacement and reinstatement issues
- How to handle FMLA/CFRA/workers' compensation overlap
- What constitutes undue hardship
- How this should be addressed in leave policies
- How to document the leave

### **Agenda**

7:30 Registration/Networking/Continental Breakfast

8:00 Welcome/Introduction

**Marcia Haight**, President, Haight Consulting, ERTSC Board Member  
**Joan E. Smiles, Esq.**, Seyfarth Shaw LLP, ERTSC Board Member

8:10 DFEH Update

**Sybil Villanueva, Esq.**, Associate Chief Counsel, California Department of Fair Employment & Housing

8:30 Legal Update

**Jeffrey K. Winikow, Esq.**

9:15 Leave as a Reasonable Accommodation - **Pamela Hemminger, Esq.**

10:00 Break

10:15 Leave as a Reasonable Accommodation (Cont.)

11:25 Closing Remarks/Adjournment

**Paula Pearlman, Esq.**, Executive Director, Disability Rights Legal Center, ERTSC Chair

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## ***Register now!***

### **Register by mail with this coupon.**

Send your check, payable to Employment Round Table of Southern California, with this registration form, to Ms. Cathy Bell, 2241 Murphy Hall, UCLA, Box 951405, Los Angeles, CA 90095-1405 by September 2. ERTSC Corp. ID No. is 95-4464626.

Fees are \$40. Fees include continental breakfast and resource materials.

☐ My check for \$\_\_\_\_\_ is enclosed.

☐ I will need this reasonable accommodation during the seminar: \_\_\_\_\_.

Name \_\_\_\_\_ Title \_\_\_\_\_

Employer \_\_\_\_\_ Bus. Phone (\_\_\_\_\_) \_\_\_\_\_

Address \_\_\_\_\_

Type of Business \_\_\_\_\_ E-mail address \_\_\_\_\_ No. of Employees \_\_\_\_\_

Seating is limited. Reservations will be accepted on a first-come, first-served, basis. Reservation must be received by September 2. No refunds, but substitutions accepted. You will not receive a confirmation of your reservation.

**Questions? Contact Cathy Bell, (310)206-3476 (phone) (310) 206-3622 (fax).**

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### **About the Employment Round Table of Southern California**

The Employment Round Table is a non-profit corporation dedicated to the elimination of bias in the workplace and the education of the employer community about issues relating to employment discrimination, harassment, retaliation, and other issues covered by the California Fair Employment and Housing Act. Its board is composed of volunteers who are human resources professionals, attorneys, and others from public and private employers who work in cooperation with the California Department of Fair Employment & Housing (DFEH).

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## **Parking**

Parking is in the Law School parking facility structure. Enter from Albany Street.

## **Directions**

**FROM THE NORTH:** Take the Golden State Freeway (5) or the Hollywood Freeway (101) south to the Harbor Freeway (110) south to downtown Los Angeles. Take the 8th Street exit from the Harbor Freeway. Follow 8th Street past one traffic light to Witmer Street. Turn left onto Witmer Street and proceed one block. Turn right onto James M. Wood Boulevard, followed by an immediate left turn onto Albany Street. The entrance to the Law School parking facility is on the right hand side of the street.

**FROM THE SOUTH:** Take the Harbor Freeway (110) north toward downtown Los Angeles. Take the 9th Street exit from the Harbor Freeway. Turn left immediately at the bottom of the exit ramp onto Francisco Street. Proceed to the first traffic light and turn left onto 8th Street. Follow 8th Street past two traffic lights to Witmer Street. Turn left onto Witmer Street and proceed one block. Turn right onto James M. Wood Boulevard, followed by an immediate left turn onto Albany Street. The entrance to the Law School parking facility is on the right hand side of the street.

**FROM THE WEST:** Take the Santa Monica Freeway (10) east toward downtown Los Angeles. Take the Harbor Freeway (110) north. Take the 9th Street exit from the Harbor Freeway. Turn left immediately at the bottom of the exit ramp onto Francisco Street. Proceed to the first traffic light and turn left onto 8th Street. Follow 8th Street past two traffic lights to Witmer Street. Turn left onto Witmer Street and proceed one block. Turn right onto James M. Wood Boulevard, followed by an immediate left turn onto Albany Street. The entrance to the Law School parking facility is on the right hand side of the street.

**FROM THE EAST:** Take the San Bernardino Freeway (10) west to the Santa Monica Freeway (10) west. Take the Harbor Freeway (110) north. Take the 9th Street exit from the Harbor Freeway. Turn left immediately at the bottom of the exit ramp onto Francisco Street. Proceed to the first traffic light and turn left onto 8th Street. Follow 8th Street past two traffic lights to Witmer Street. Turn left onto Witmer Street and proceed one block. Turn right onto James M. Wood Boulevard, followed by an immediate left turn onto Albany Street. The entrance to the Law School parking facility is on the right hand side of the street

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Upon registering, you will receive a map of the campus showing the route to take from the parking structure to the building and meeting room where the seminar will be held.